

Work Incentive Narrative Report

Grantee Name: FL Agency for Workforce Innovation

Date Submitted 2/4/2005	Grant No. WI133860360	Report Period 12/31/2004
Grant Status	<p>This has been another busy quarter for the state of Florida. The individual Navigator reports, along with the statewide roll-up are attached. The DPN and direct-funded grantee navigators attended an abbreviated version of our quarterly meeting on November 14, 2004 at the hotel where the Disability Program Navigator Training was held in Chicago.</p> <p>This was a very productive meeting that allowed for discussions on the challenges relate to serving individuals with disabilities. Subjects discussed included: Outreach and Recruitment, Issues related to tracking the impact of DPNs on participants, Communication (internal and external), the Florida Relay service and plans for maximizing our participation in the Navigator Training. Although brief, this meeting provided a forum for networking and information sharing.</p> <p>Our state EEO officer, Peter de Haan, who has continued to be an integral part of our team, was unable to attend the meeting, due to other work related obligations. However, he did provide a status report on Disability Services Training to be shared with the group. In addition, our state trainer, Norm Cushon participated in the meeting and was also a presenter in the Navigator Training. Several Florida navigators were also presenters at the training.</p> <p>Navigators and state lead participated in scheduled conference calls and audio conferences, as schedules allowed. As usual, other state and local staff were also invited to participate.</p>	
Grant Status Continue		
Obstacles	There were no major obstacles this quarter. The navigator initiative continues to be productive.	
Obstacles Continue		
Sign Accomp	<p>Region 7 provided information on Tax Credits and deductions for employers at a Chamber of Commerce Mixer; presented information to employers at the One Stop; promoted hiring persons with disabilities; and used mass mailings to provide the One-Stop s current employment opportunities to persons with disabilities.</p> <p>Region 8 hosted Accessible job fairs at two One-Stops, followed by a working lunch seminar with businesses. Service-provider agencies and a supported-employment agency co-presented at the event. Addressed were reasonable accommodations, value of hiring people with disabilities, including mental illness, and related information. As a result, the navigator was invited to three large businesses to train their HR/Management staff on hiring PWD and ADA, tax incentives, and sensitivity training. The region coordinated the National Disability Mentoring Day with High School/High Tech and ILRC.</p> <p>Region 10 One-Stop staff was trained to administer Washington State s Learning Difficulty Tool. This tool will be used in resource rooms and TANF work registration. The One-Stop has developed a strong</p>	

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	<p>partnership with VR and is excited about the referrals and services they can provide to customers by helping diagnose learning difficulties. The Marion Area Transition Team has established a group committed to the successful transition of youth with disabilities. The One-Stop and VR have created a strategic plan and will host an Employer Luncheon in Citrus County.</p> <p>Region 12 has established a great working relationship with the Veterans Program at the One-Stop Centers. DPN and Vet Reps share information about their trainings that has resulted in better service to customers with disabilities. The BPAO made visits to the One-Stop to explain the benefits process. The DPN produced a brochure for employers explaining the DPN Program and tax incentives. The region has hired a new navigator to better serve this locale.</p> <p>Region 15 has been fortunate to hire an experienced navigator in December 2004. She is Audria Christopher, formerly of Region 14, a WIG grantee. This is the region's first report and, although relationships have been established and collaboration started, there are no significant accomplishments at this time.</p> <p>Region 23 jointly conducted a mini-conference on Recruiting and Employing People with Disabilities in October with U.S. DOL, Office of Federal Contract Compliance Programs. Over 30 employers, agencies and organizations that work with people with disabilities attended the conference. A panel of five people with disabilities discussed issues and answered questions from the audience. Other activities included a kickoff for the Tax Facts Campaign in Miami with twenty different organizations that serve people with disabilities participating. The Miami-Dade Business Leadership Network (BLN) kick-off event, with Governor Jeb Bush as the keynote speaker; and an Equal Opportunity Career Fair at the West Dade One-Stop focused on people with disabilities and others who felt they might have a barrier to work. All One-Stops have designated ADA Coordinators who have been brought together to develop an EEO/Civil Rights Plan. The region has also produced a Resource Guide and DPNs will go to each One-Stop next quarter and train the staff on the use of the Resource Guide. Region 23 hired an additional navigator in November 2004, Martha Scott.</p> <p>Region 24 hired a new navigator, Patti Warren, in November 2004. This area has begun promoting change by collaborating with BPAOs to be available on-site and participate in joint training of transition staff. They are also bridging the information gap between Medicaid at CFS and SSI so 1619(b) works intended. As this is a new site, we look forward to seeing more significant accomplishments in the near future.</p>
Sign Accomplishments Continue	
Short Term	<p>The local areas will continue to recruit and hire additional navigators, as needed to expand the scope of this initiative. In addition, Agency for Workforce Innovation and local Navigators will continue to support the successful entry or reentry into the workforce for individuals with disabilities by:</p> <ol style="list-style-type: none"> 1. Establishing new contacts and expanding upon existing

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	linkages with the area businesses, agencies and community organizations; 2. Assisting with the use of assistive technology and services; and 3. Conducting sensitivity training. The next Quarterly Disability Navigator roundtable meeting, scheduled for January 6 and 7, 2005 in Orlando will be included in the March 2005 report.
Short Term Continue	
Outst Questions	
Outst Questions Continue	